



# Employment Policies for the State of North Dakota

## **EQUAL EMPLOYMENT OPPORTUNITIES**

**Effective Date: 10/1/2018**

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The State of North Dakota, as the employer, requires all applicants for employment and employees of the state be subject to uniform human resource policies and not be subjected to discrimination, intimidation, coercion, or retaliation in any terms and conditions of employment on the basis of an individual's race, color, religion, sex, national origin, age, genetics, sexual orientation, physical or mental disability, status with regard to marriage or public assistance, political opinions or affiliations, or participation in lawful activity off the employer's premises during non-working hours that is not in direct conflict with the essential business-related interests of the state.

The state makes its employment process accessible to persons with disabilities. Persons needing accommodation should contact the agency representative identified in the job announcement or HRMS at 701-328-3290 voice or through ND Relay Services toll free 1-800-366- 6888. Employees in need of an accommodation should direct their request to their manager or agency leadership.

Violations of this policy will not be tolerated and are grounds for disciplinary action, up to and including termination of employment.

For further information on the applicable laws and corresponding guidelines, employees are encouraged to review the related laws and administrative rules.

References: Equal Pay Act, ADEA, Rehabilitation Act, Civil Rights Act, ADAAA, GINA); NDCC 34-11.1, 14-02.4, 34-06.1, 34-01-17, NDAC 4-07-14-02, 03, 04